

<b>CHARGE OF DISCRIMINATION</b>		AGENCY <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER Document hosted at JDSUPRA http://www.jdsupra.com/post/documentViewer.aspx?fid=d1d1fa84-e06e-4177-8f98-e4bc9f270754
This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.			
Illinois Department of Human Rights <i>State or local Agency, if any</i>		and EEOC	
NAME (Indicate Mr., Ms., Mrs.) Barry Dayton		HOME TELEPHONE (Include Area Code) (847) 825-4251	
STREET ADDRESS 221 N. Washington Street, Park Ridge, IL 60068		CITY, STATE AND ZIP CODE DATE OF BIRTH 12/16/1945	
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME Oakton Community College		NUMBER OF EMPLOYEES, MEMBERS 500+	TELEPHONE (Include Area Code) (847) 635-1600
STREET ADDRESS 1600 East Golf Road, Des Plaines, IL 60016		CITY, STATE AND ZIP CODE COUNTY Cook	
NAME		TELEPHONE NUMBER (Include Area Code)	
STREET ADDRESS		CITY, STATE AND ZIP CODE COUNTY	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> AGE <input type="checkbox"/> RETALIATION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)		DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA) LATEST (ALL) November 13, 2014 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): On November 13, 2014, Oakton Community College announced that it will discontinue the employment of all adjunct faculty who are State Universities Retirement System annuitants. As a result, as of July 1, 2015, my employment, along with the employment of others similarly situated, will be terminated. I believe that Oakton Community College has discriminated against me and others similarly situated because of my age (69) and the ages of those similarly situated (all over the age of 40) by terminating our employment effective July 1, 2015 while maintaining the employment of similarly situated younger adjunct faculty. I also believe that Oakton Community College has discriminated against me and others similarly situated because of my age (69) and the ages of those similarly situated (all over the age of 40) by adopting this policy, which disproportionately and adversely impacts older adjunct faculty.			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - (When necessary for State and Local Requirements)  I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
I declare under penalty of perjury that the foregoing is true and correct.  5/8/2015 Date		SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)	
Barry Dayton Charging Party (Signature)			

Exhibit A